



May 22, 2013



# Newsletter for ONA Members at **Sacred Heart Medical Center and Home Care Services**

## **SACRED HEART MEDICAL CENTER EXECUTIVE COMMITTEE**

Pam Van Voorhis (NICU)  
Lynda Pond (LDR)  
Suzanne Seeley (Mom Baby)  
Nancy Deyhle (ICU)  
James Leaf (Ortho)  
Vicki Edwards (RIC-UD)  
Kim Zenkere (7 North  
Oncology)  
Kevyn Paul (ED-UD)  
Deb Cater (Float Pool)

## **SACRED HEART HOME CARE SERVICES EXECUTIVE COMMITTEE**

Billy Lindros, Hospice  
Kristi Till, Home Health  
Phil Zicchino, Hospice  
Carol Mizera, Home Health

**Maureen Smith**  
**ONA Labor Relations**  
**Representative**  
smith@oregonrn.org  
**(541) 726-0772**



## **HEALTH INSURANCE—SHARE YOUR STORIES**

Oregon Nurses Association (ONA) leaders need to hear from you about any problems with the health insurance plans. Have your prescription costs gone up? Have you been billed incorrectly for services? Has it been difficult to rectify billing errors? Are your out-of-pocket costs substantially higher than they were under the 2012 plans?

Were you “balance billed” by any of the Northwest Specialty Clinic providers (Oregon Neurology Associates; Oregon Neurosurgery

Specialists; Oregon Lung Specialists; Women’s Care Obstetrics and Gynecology; Eugene Springfield Nephrology Associates; and Northwest Surgical Specialists) because of the breakdown in negotiations with Regence? Balance billing, sometimes also called extra billing, is the practice of a healthcare provider billing a patient for the difference between what the patient’s health insurance chooses to reimburse and what the provider chooses to charge.

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## **HELP SUPPORT NURSES AT ST. JOSEPH HOSPITAL**

Nurses at PeaceHealth St. Joseph Hospital in Bellingham are in contract negotiations and are facing the same difficulties regarding the health insurance proposals as we did at Sacred Heart. If they are able to achieve modifications of the plans, that could help us in our 2014 contract negotiations. As PeaceHealth becomes more corporate in its approach to employee relations, it’s important for nurses at PeaceHealth facilities in Oregon, Washington and Alaska to stand together.

### **RALLY**

**DATE:** Wednesday, May 29, 2013  
**TIME:** 1:00 p.m. - 4 p.m.  
**LOCATION:** PeaceHealth Corporate Headquarters  
1115 SE 164th Ave, Vancouver, WA

There are three ways to support the St. Joseph Nurses 1) Attend the rally; 2) Ask your unit representative about signing a petition of support that will be presented to Alan Yordy; and 3) Send an email to Alan Yordy, PeaceHealth President go to [www.wsnaweb.org/joseph](http://www.wsnaweb.org/joseph) to voice your support for a fair contract that includes affordable, quality healthcare (see also blast email from ONA on May 21, 2013).

## HOSPITAL HONORS MILITARY SERVICE BY CUTTING PAY WITHOUT BARGAINING

Amber Young works in the float pool at Sacred Heart Medical Center. She started out in a 32-hour per week position seven years ago. None of that has changed.

She also serves in the military. On active duty since she was 17, she returned from six months of military service in Iraq in March of 2007. Since then, Amber gives up six to eight weeks a year for active service. Typically she is called away for short weekends or at the longest two weeks. The longstanding practice by the hospital was to pay her and other 32-hour per week nurses for scheduled time, even when she is away performing military service, with a cap for the year.

Without any notice, in March, Amber received only half a paycheck after returning from two weeks of service. Married, with four children and one on the way, Amber was alarmed by the drastic cut to her paycheck. When asked, payroll told her that the policy was rewritten to limit the benefit to nurses scheduled for 40 hours and that this is how it was going to be now. They offered her the use of

her own accrued paid time off (PTO), to which she said no because she is saving her PTO for her upcoming maternity leave. At the end of March, they took 48 hours of PTO out of her bank anyway. (Note: *she has since been able to get this corrected*)

This is a significant cut to military benefits in terms of reducing access. The majority of nurses at Sacred Heart work a 32-hour work week and previously would have been eligible for this benefit if they were in the military. For context, it is important to note that in 2011 there were only 52 of the 40-hour RN positions out of 1270 in the hospital. That means that only 4 percent of nurses here would have been eligible for this benefit. There are even less 40-hour per week positions now.

After Amber reached out to ONA, we immediately contacted management requesting information regarding when the change occurred, the old policy, the new policy, evidence of notice to affected nurses or to ONA. After looking into the matter, management is now claiming that they

notified ONA of this change in 2011 when they emailed our labor rep Maureen Smith a slew of policies with changes buried in them. At the time, ONA requested that they specifically identify any proposed changes and at bare minimum, provide copies of the prior policies so that we could compare for ourselves and look for changes.

The bottom line is this—the hospital cannot unilaterally make changes to major benefits and working conditions for nurses represented by ONA. That's why we have a union. They are required to notify ONA of plans to make changes and must negotiate over the terms before implementation. Moreover, there is the question of what is the right thing to do.

We will continue to hold management accountable in this situation and keep you posted.

If you currently serve in the military and work less than a 40-hour per week schedule, please contact Minh Nguyen at ONA (503) 293-0011, ext 316 or by email at [nguyen@oregonrn.org](mailto:nguyen@oregonrn.org).

## HEALTH INSURANCE—SHARE YOUR STORIES

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We do have some good news about the negotiations between Regence and the Northwest Specialty Clinics. All but two of the clinics (Oregon Pulmonology and Oregon Neurology), have reached agreements with Regence and should be treated as In-Network providers for health insurance billing. But, we're concerned that some of our members may have been over-charged if they utilized any of the providers from October 2012– now.

Please contact Maureen Smith ([smith@oregonrn.org](mailto:smith@oregonrn.org)) or Laura Lay ([lay@oregonrn.org](mailto:lay@oregonrn.org)) and let us know how the health insurance is working or isn't working for you and your family.

## PROGRESS BEING MADE ON PAYROLL GRIEVANCE!

ONA filed an association grievance regarding the continued payroll errors stemming from the Lawson system. Since that time, management has addressed many of the concerns ONA has raised.

There's been work on a Readability Key and PTO balances will be back on mailed paychecks. Also, in order to make it easier for our members to determine that errors have been addressed—any time you are owed money as a result of a payroll error, you will be issued a

separate check rather than having to find the adjustment on your payroll stub and confirm it's accuracy. Payroll sessions were held all last week for ONA members only to go over any questions nurses had about their paystubs. We heard good feedback from our members that attended these sessions.

We appreciate the efforts of Tim Herrmann, chief nursing officer and Wendy Apland, chief financial officer to address concerns raised

by the Association. There's still work to be done and our executive committee has concerns about the impact that moving to Kronos will have on payroll.

Please continue to report payroll problems to your executive committee representatives and Maureen Smith, Labor Representative. We will keep you notified of progress in addressing these important issues.

## NEW ONA HOTLINE!

Your local ONA Sacred Heart Executive Committee has started a hotline for members to leave messages regarding non-emergency questions. Executive committee members will check the voicemail daily and get back to you within 48 hours. *Please leave your name, unit, phone number and best time to call!*

**Sacred Heart ONA Hotline: 541-343-1199**

## NATIONAL FEDERATION OF NURSES ELECTS NEW PRESIDENT

*Oregon's Stephen Rooney, RN, Elected During National Delegate Assembly*

WASHINGTON, D.C. – Stephen Rooney, RN, of Oregon was elected as the new President of the National Federation of Nurses (NFN) on May 17, 2013 during the national NFN delegate assembly. Rooney, who practices as an Intensive Care nurse at St. Charles Medical Center in Bend, Oregon and has served as the elected President of the Oregon Nurses Association (ONA) for the past 3 years, will be the second President of the NFN. Rooney succeeds Barbara Crane, RN, of New York. Crane served as the President of the NFN since 2008.

Rooney said, "Working with my colleagues from Washington, Montana, Ohio, Oregon and New York to advance the mission of the NFN is one of the great honors of my life. I am humbled by the support of my colleagues and am excited to be a part of this historic union, a national union that holds among its most sacred values openness, transparency, respect for state autonomy and collaboration."

The NFN and its four member states recently voted to

affiliate with the American Federation of Teachers (AFT), one of the largest unions of professionals in the United States. Rooney will play a key leadership role in forging the details of the historic partnership between the NFN and AFT.

"Nurses and teachers face enormous challenges and opportunities; the implications of the Affordable Care Act on the scope of our nursing practice and on the delivery of care throughout our nation, the creation of strong and sensible health care policies for all and, my greatest priority as we move into the next stage of our evolution, working with AFT to organize and expand the reach, voice and influence of this national union I am so proud to be a part of," said Rooney.

The NFN is a leading national labor union and collaborative voice for registered nurses. Founded in 2008, the NFN was created to provide a unique, more inclusive option for unionized nurses and be a new model for national unions. Currently, the NFN represents approximately 34,000 nurses in four states.

## Nurse Appreciation Day Raffle Winners!

PRIZE	NAME	UNIT
Ipad mini	Liz Hayes	OHV15
Stethoscope	Leah Trank	7N
Stethoscope	Jennifer Lewis	7N
Massage- Dianne Davis	Greg Meyer	ED, RB
Massage by Betty D.	KC Templeton	Hospice
Massage by Betty D.	Rachael Collier	7S
Kindle Fire	Mishelle Becker	8M
Blanket from District 5	Nicole Koskelin	8m
Studio 780	Kim Zenkere	7N
Studio 780	Stormy Greenwald	FP
Jungs Mongolian grill	Mandi Linsley	ICU, RB
Jungs Mongolian Grill	Sue Anderson	ED, RB
Hula's B's Bag & Lanyard	Laurie Jenulis	ICU, RB
Bottle of Wine- red	Jessica Albert	7S
Bottle of Wine-red	Kellie Spangler	OR
Bottle of Wine	Mary Mehaffey	OR
Bottle of Wine	Deb Sanders	NICU
Bottle of Wine	Amanda Duffy	LDR
Excelsior \$25 lunch	Dustin McKague	7S
Plant Fashions Plus \$20	Debra Lattimer	Endo
Rhythm & Bloom \$10	Anthony Hernandez	Rehab PPS
Lussuria Salon \$40	Vicki Edwards	RIC
Lussuria Salon \$20	Laura Lay	OB
CPR mask	Krista Snook	Student
Café Yumm Gift Card	Alyssa Ayoma	OR
CPR mask	Trish Sprung	OR
CPR mask	Betsy Thomas	HC
CPR mask	Nadine Powell	3M, UD
CPR mask	Jamie Farnham	OR
CPR mask	Velana Rinck	Neuro
CPR mask	Stacey Eikes	OHV14
CPR mask	Robert Wolfe	FP, OR
CPR mask	Chris Donaldson	LDR
CPR mask	Lynne Edmonds	OHV14
Wine	Treva Moss	7S
Wine	Lisa Chambless	MBU
Wine	Kathy Emerson	OR
Harlequin Beads & Jewelry Gift Certificates	Sue McErlane	
	Melody Nesbitt	
	Dawn Davis	OB
	Deedee Holland	
	Sherry Garcia	7S
	Cookie Green	ICU Step Down
	Kim Zenkere	7N